

New Hire Benefits Enrollment Checklist

Let's Review What You Need to Do – Together!

Compare your options, consider potential future expenses and enroll! Begin with taking the time to understand your available coverage options. Use this checklist, along with your Decision Guide and ALEX to help you prepare for enrollment.

Who's ALEX? I'm so glad you asked! The other side of this checklist will introduce you properly to ALEX.



1. Consider your options.

- Review the information in your Decision Guide and go to RollinsBenefits.com for more details.
- Think about what medical, prescription drug, dental and vision coverage would best fit your and your family's healthcare needs.

2. Review what you've previously spent for coverage.

If you had benefits coverage with your previous employer, start by reviewing:

- Your premiums (from your paycheck), and
- The cost of care (what you paid through deductibles and coinsurance).

Compare what you were paying through your previous employer against your expected costs for coverage in 2019. Your Decision Guide includes monthly premiums for most of your benefits.

3. Review what you've previously spent for care.

- View your claims history on your previous employer plan's websites. This will include the number of times you and any of your covered family members have been to the doctor this year, what the plan paid and what you paid. It's a good way to see what you are spending out-of-pocket for care.

4. Then, use ALEX to help you choose from the plans available to you!

Who's ALEX?

ALEX is an online, interactive "helper" that will tell you which Rollins benefits make the most sense for you and your family. After answering some questions, ALEX will show you how much medical, prescription drug, dental and vision coverage you will need.

Just click **Talk to ALEX** on the RollinsBenefits.com homepage to start!



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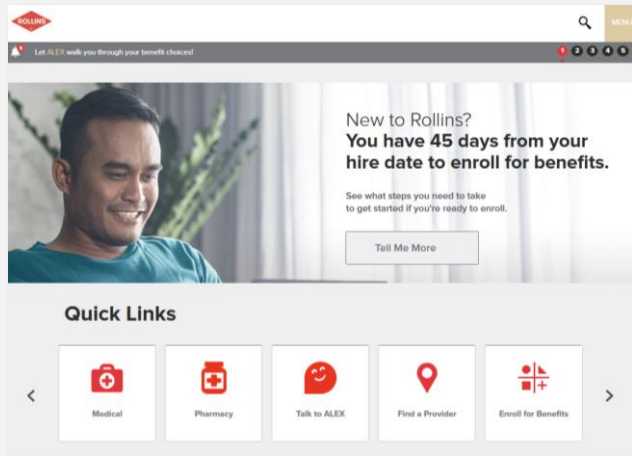
Additional considerations for 2019

Take advantage of pre-tax accounts.

- Don't forget to factor in any money you plan to save pre-tax to a Health Care or Dependent Care Flexible Spending Account (FSA) or Health Savings Account (HSA).
- If you enroll in an HSA-eligible plan, you can elect an HSA; otherwise, you can elect the Health Care FSA. Any employee can sign up for a Dependent Care FSA.

Review your current level of income protection.


- Rollins provides Basic Life and Accidental Death & Dismemberment (AD&D) coverage of 1 times your earnings (including commissions) up to \$150,000 at no cost to you. Be sure to consider this when you are deciding how much Voluntary Term Life (VTL) and AD&D coverage you might need.
- You can purchase additional Voluntary Term Life and AD&D coverage for yourself and family members or increase your coverage amount.
- You can also purchase disability, critical illness, hospital indemnity and accident coverage to protect your income if you cannot work. You can see what's available to you at RollinsBenefits.com.



Take advantage of the tools and resources Rollins offers to help you and your family!

Go to RollinsBenefits.com to find additional information and details

Need help?

 Talk to a licensed benefits counselor by phone at **1-844-851-5419** from 7 am to 9 pm ET, Monday through Friday.

